PERSON CENTERED PLANNING

WHERE TO START

OUTCOMES FOR TODAYS TRAINING

1. How Person Centered Planning is necessary part of Organizational Change

2. The Importance of Having Systems in place that support Individual's being the driving force for all services and supports they receive to have a positive,

   meaning full life

3. Learn about different styles/processes of planning and how to determine which

   planning process will be support the Individual.

4. Learn important points to think about when doing Person Centered Thinking

5. Learn about the skill of separating what's important <u>To</u> the person and what's

   important <u>For</u> the person, as well as the importance of using a Learning Log to

   gather the information.

PERSONAL PLANNING AND ORGANIZATIONAL CHANGE

- "Organizational change is a necessary part of Person Centered Planning.
- *"Almost every personal planning that is true to the person challenges the existing Organizational process and structure in some way."*

Personal planning can be a helpful tool when it is used selectively to support long-range change in organizational cultures...However, it can easily become another empty ritual if used as a quick fix without appreciation for the complex tasks of changing environments and creating a context for friendships."
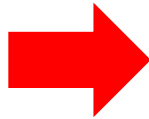
WE WANT A SYSTEM WHERE:

- **The people who use the services (with the support of their families)**
    ___ Tell us how they want to live

    ___ Look at the Natural resources to have the life they want
    (or close as we can determine)

    ___ Get the support they need to make the first 2 happen

CHARACTERISTICS OF A POSITIVE FUTURE WORTH WORKING FOR:

- Snapshots of the future

INCREASE

CHARACTERISTIC OF FUTURE CONT.

- Ideas and possibilities reflect specific **community** sites and settings and **valued roles** within those settings.
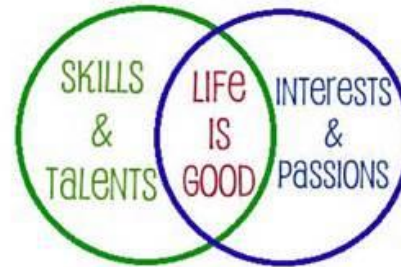
CHARACTERISTIC OF FUTURE CONT.

- Some ideas will challenge us as some will seem far out, unrealistic, and impractical, and will require **major** change in existing ways we have always done things.
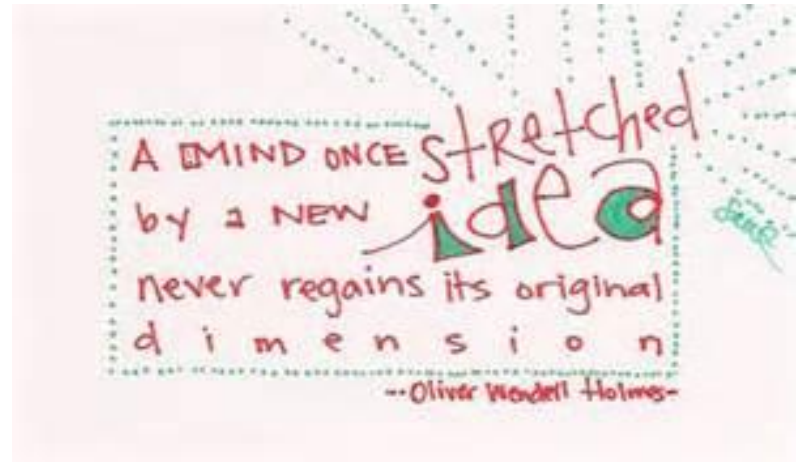
CHARACTERISTIC OF FUTURE CONT.

- These plans will really reflect the **unique** interests, gifts, and qualities of the person,
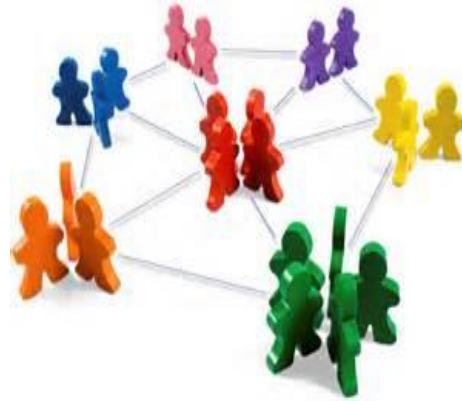
- and the unique characteristics, settings, and life of the local community.

CHARACTERISTIC OF FUTURE CONT.

These ideas will emphasize creative ways to focus on the development and deepening of **personal relationships** and **community life.**

FROM SYSTEMS-CENTERED	TOWARD PERSON -CENTERED
• Plan a lifetime of programs • Offer a limited number of usually segregated program options • Base options on stereotypes about persons with disabilities • Focus on filling slots, beds, placements, closures • Overemphasize technologies and clinical strategies • Organize to please funders, regulators, policies, and rules	• Craft a desirable lifestyle • Design an unlimited number of desirable experiences • Find new possibilities for each person • Focus on quality of life • Emphasize dreams, desires, and meaningful experience • Organize to respond to people

PERSON CENTERED PLANNING POINTS

- The person is at the center of planning and those who love, care and know the person best are a vital part in supporting the life direction the person choses.

- The purpose of Person-Centered Planning is learning through shared action. Everyone has single footprints: The path is made by people walking together.

- Person-Centered Planning seems to change common patterns/beliefs of individuals with disabilities and inclusion in community life. Past: Segregation, devaluing stereotypes, and denial of opportunity for people with disabilities are common.

- Person-Centered Planning promotes community acceptance. It identifies community members who may assist people to define and to work toward a desirable future.

- In order to support the kinds of changes necessary to improve people's chances for a desirable future, virtually all of us will have to change the ways we have done things in the past and ensure systems are present that assist individuals in describing what they want for their life. The way we define staff roles and responsibilities, and skills needed in order to support meaningful life's.

WHAT A PERSON-CENTERED PLAN DOES?

A Plan that Says;

- Here's what important to me
- Here's how I want to be supported
- Here's how I want to live

Personal Planning Styles:

- Personal Futures Planning
- Circles/Maps
- Essential Lifestyle Planning
- Others

CIRCLES OF SUPPORT

"What is the greatest and most precious thing in the world?

I say to you

"Tis people, tis people, tis people."

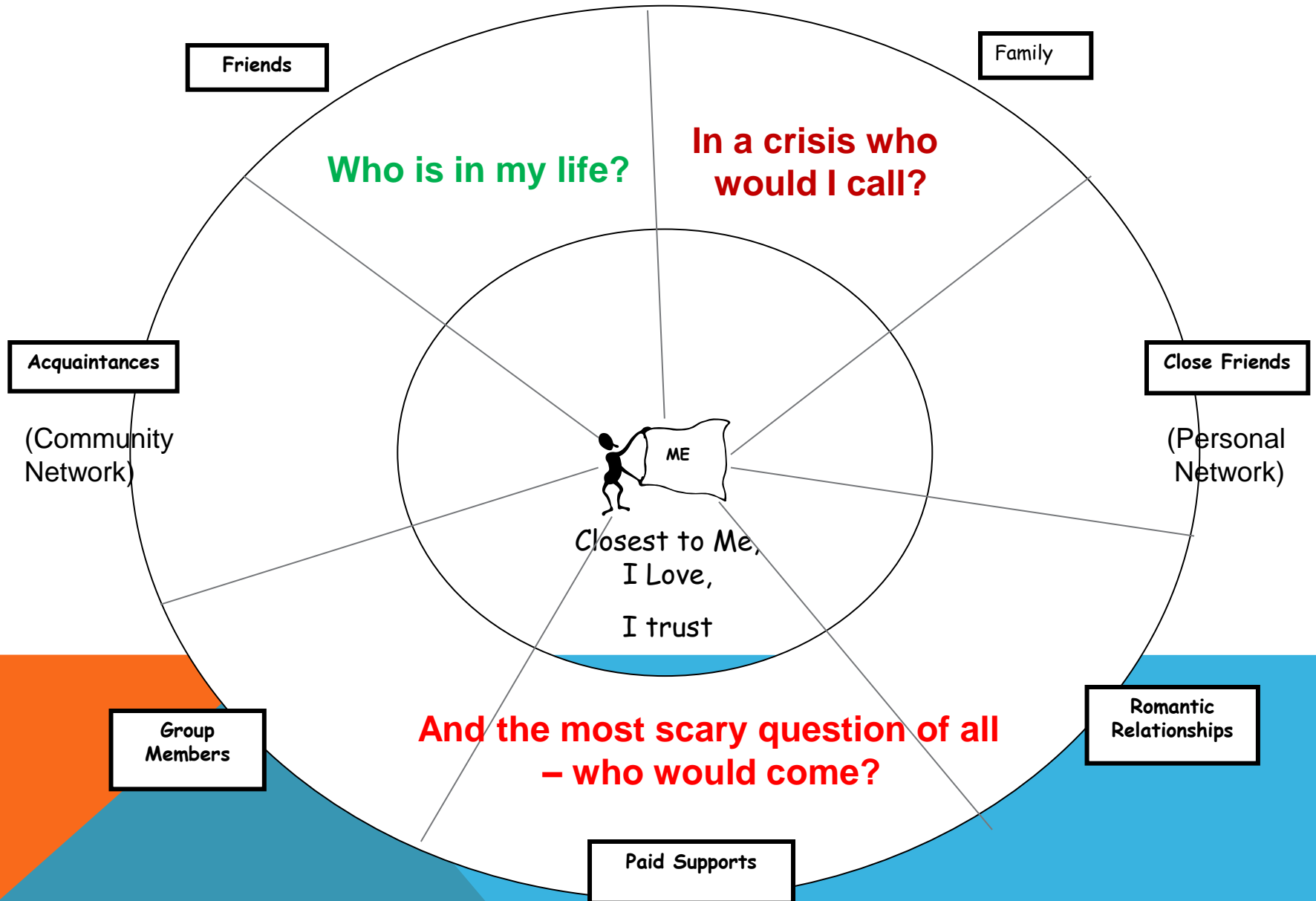Maori proverb from the Aboriginal people of New Zealand

GETTING STARTED 1ST TOOL
LIVING THE CIRCLE

Circles are life support systems. They can make the difference between life and death for any human being. We know this not because we have used circle building outside our own lives, but because in several points of crisis both personally and professionally we had to "walk our own talk." i.e. call together our friends to literally save our own lives.

BUILDING CIRCLES OF SUPPORT

Friends

Family

Who is in my life?

In a crisis who would I call?

Acquaintances

Close Friends

(Community Network)

ME

(Personal Network)

Closest to Me,
I Love,

I trust

Group Members

And the most scary question of all – who would come?
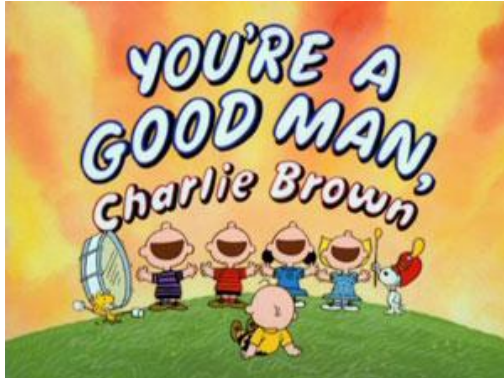
Romantic Relationships

Paid Supports

- Each participant will select one person they provide supports to and develop a relationships map.

- Using the questions handout to assist you to gather the information

- Summarize the themes or patterns learned from the map.

  (What did you learn?)

- Bring to the next workshop.

GETTING TO KNOW THE PERSON
2ND TOOL

GREAT THINGS ABOUT YOU!
- What you know about yourself
- What others say about you

- What are some great things about you?
- What do you like about you?
- What are some things you're good at? proud of?
- What are some nice things that people say about you?
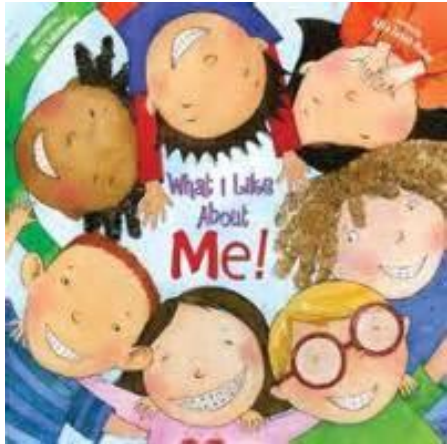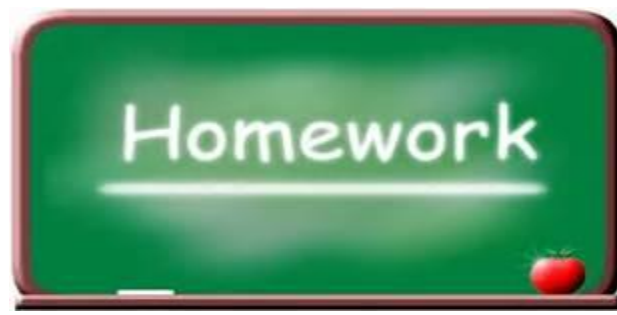- What do people thank you for?

**This is NOT the place to discuss or list Disability accomplishments e.g.,
"is able to read", "can cook 3 meals", etc.**

GIFTS THAT MAKE US ATTRACTIVE TO OTHERS

- Warm smiles
- Sense of Humor
- Concern for Others
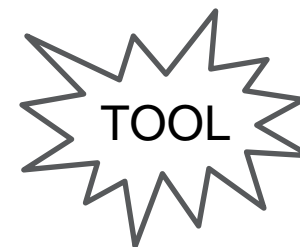- Courage
- Honesty
- Dependability
- Responsible

PERSONAL VELCRO

Homework
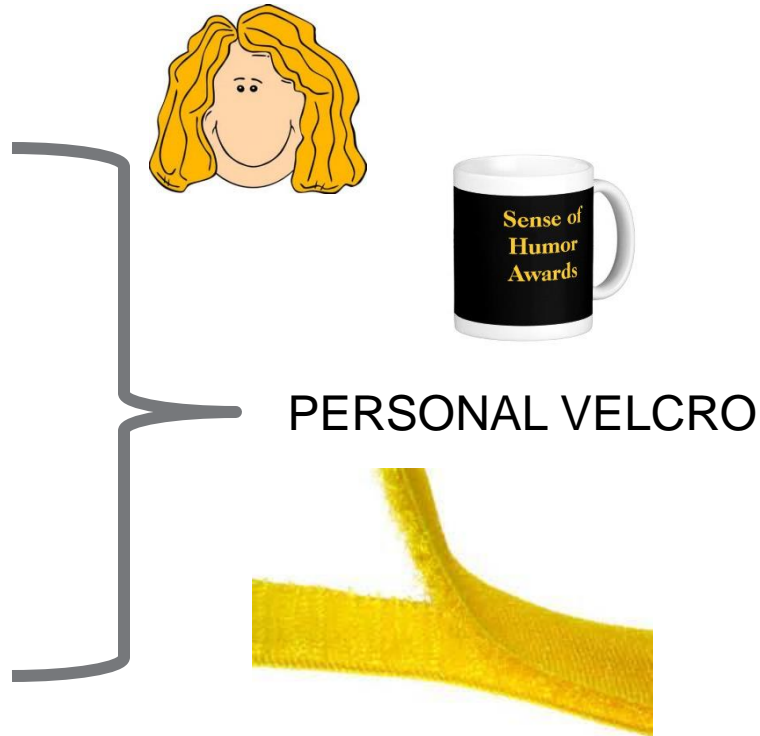
- Each participant will complete a "GREAT THINGS ABOUT ME" with the focus person they have chosen

- Use the questions to gather information

- Ask the person who else they would like for you to speak to (use relationship map)

- Summarize the information on the : "Great Things About Me" handout

- Bring to next workshop

PERSON CENTERED THINKING SKILLS

SKILL

TOOL

5 Skills and 7 Tools:

#	Skill	Tool
1.	Separating what is important to from what is important for and finding a balance between them	A simple grid for recording what is learned
2.	Defining the roles and responsibilities of those who are paid to support	The "donut sort" – looking at core responsibilities, where to use judgment and creativity, what is not the responsibility of those who are paid
3.	Getting a good match between those who are paid and those who use the services	A table to record the learning and techniques to structure the learning
4.	Learning, using, and recording how people communicate (esp. with people who do not communicate with words)	A chart to record the learning and structured ways to use the chart
5.	Supporting "mindful" learning	a. Sorting what is working and not working from the perspective of the person and those around the person b. Using 4 questions to quickly and effectively record the current learning a. Using a learning log to record what is working and not working

SKILLS AND TOOLS

SKILL

1. Separating what is important to from what is important for and finding a balance between them

TOOL

A simple grid for recording what is learned

A way to clearly document what we are learning

TO-DO LIST:
1. LEARN
2.
3.

SKILLS AND TOOLS CONT.

Learning Log: Supporting _____to _____

| Date	ACTIVITY (What When Where and How Long)	WHO WAS THERE (Staff, Others ,etc)	What Worked Well About The Activity? What Needs to Continue? What Did You Learn?	What Didn't Work ? What Must Be Different? What Did You Learn?	Initial

LEGEND:

Signatures: *Patricia Connors*   **Initial: PC,**   _____ **Initial:**

THERE HAS TO BE AN EFFORT THAT TAKES THE SKILLS FROM TRAINING TO HABIT!

--Attitude

--Knowledge (Training)

--Skills (Repeatedly Practice, Competency)

--Habit is Formed
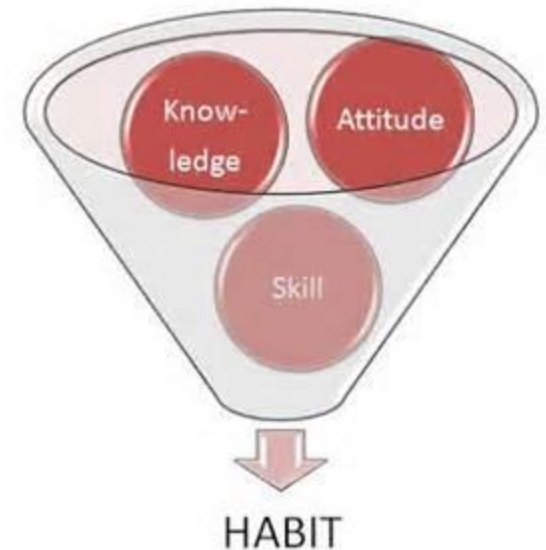
REVIEW WHAT WE HAVE LEARNED

1. Person Centered Planning is necessary part of Organizational Change

2. The Importance of Having Systems in place that support Individual's being the driving force for all services and supports they receive to have a positive,

   meaning full life

3. Learn about different styles/processes of planning and how to determine which

   planning process will be support the Individual.

4. Learn important points to think about when doing Person Centered Thinking

5. Learn about the skill of separating what's important <u>To</u> the person and what's

   important <u>For</u> the person, as well as the importance of using a Learning Log to

   gather the information.

IDEAS FOR 3RD WORKSHOP

We all record our own lives in different ways, for example:

a a memento box of objects that reflect important events, people or times in your life

a a photo album that documents your life from birth to present day

a researching and drawing your family tree

a scrap books of special times, such as holidays

a a video showing ordinary and special times in your life

a audio tapes of children learning to talk or other events

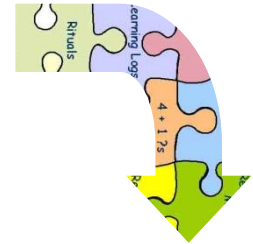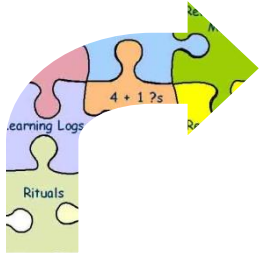a a notice board or large clip frame with photos of important people or special times

a diary.

ARE YOU **LISTENING**

LEARNING WHEEL

What needs to stay the same?
What needs to change?

Person Centered Description

Action Planning

PCT Tools

Implementation & Learning